



APPRENTICESHIP

Apprenticeship is a career preparation activity designed to prepare an individual, generally a high school graduate, for careers in the skilled crafts and trades. Apprenticeships consist of paid, on-the-job training supplemented by related classroom instruction. Apprenticeship training usually requires one to five years to complete, depending on which occupation is chosen.

State and federal registered apprenticeship programs are work-based education partnerships between industry, labor, education and government. Apprenticeship is industry driven and provides an effective balance between on-the-job training and classroom/laboratory instruction needed to develop marketable knowledge and skills in one of the over 200 apprenticeable occupations in California and over 800 apprenticeable occupations nationally. There is a broad span of occupations from low tech to high tech in fields including medical, trades, crafts and technology. Apprenticeships can be in almost any occupation in which an employer wants to have thoroughly knowledgeable and skilled employees who desire to climb the career ladder via the earn-and-learn apprenticeship model.

Classroom and laboratory instruction is required in all registered apprenticeship programs. In California the instruction is tuition free to the apprentice and employer. Instruction is provided by a community college, an adult school or a Regional Occupational Centers and Programs school. Some apprenticeship programs lead to an associate degree from a California community college.

This factsheet focuses on the *registered* apprenticeship programs wherein the apprentice is trained, paid and receives benefits according to state and federal apprenticeship laws.

Apprenticeships are designed to promote:

- Competence in industry-based skill standards and the ability to obtain a meaningful job that provides a family with a sustainable wage and benefits package;
- Portability across the United States, allowing a journeyman certificate to be fully recognized by employers; and
- Advancement on the career ladder into positions in supervision, management and company ownership.

The terms "apprenticeship" and "apprentices" refer to those programs and individuals registered as approved by either the California Department of Industrial Relations' Division of Apprenticeship Standards or the United States Department of Labor's Bureau of Apprenticeship and Training.

Registered apprentices fall into two categories of time spent each year in on-the-job training, part-time and full-time as follows.

1. Part-Time Apprenticeship Training

The part-time apprenticeship training category is for apprentices who are primarily involved in studying a career pathway at a high school or community college and work as an apprentice up to half-time during the school year. They may work full-time as an apprentice during the summer. There are very few of these programs in California and the enrollment is quite small.



2. Full-Time Apprenticeship Training

The full-time apprenticeship training category is for apprentices who are involved in full-time on-the-job training and are enrolled part-time in the employer-selected, apprenticeship-related and supplemental instruction classes, which comprise classroom and laboratory instruction at a community college, adult school or Regional Occupational Center and Programs school. The classroom/laboratory training lasts for the entire length of the apprenticeship program.

The major portion of funding for the entire apprenticeship is provided by industry with the state of California providing some funding for the classroom/laboratory instruction.

Success Factors

- Develop apprenticeship programs with local and/or state apprenticeship councils.
- Develop apprenticeship programs in high-growth industries in your region, supported by local chapters of organized labor.
- Utilize the resources of Regional Occupational Centers and Programs and local community colleges to deliver classroom/industry instruction.

Key Legal, Safety & Health Issues

- The apprentice receives health insurance and other benefits, including a pay scale that increases at each higher skill level or period, and is covered by all state and federal employment laws and regulations governing safety and health.

Resources (to locate a resource visit stc-clearinghouse.com or nww.org)

School to Career/Apprenticeship - Orientation to Apprenticeship: A Guide for Educators – California Apprenticeship Council

Orientation to Apprenticeship: Resource Guide – California Apprenticeship Council

San Diego County Skilled Construction Trade Apprenticeship Resource Manual – San Diego Workforce Partnership

Workforce Tool Kit: The Resource for Employers – U.S. Department of Labor

California Law, Education and Labor Code

<http://www.leginfo.ca.gov/calaw.html>

REMEMBER... *All Work-Based Learning Experiences Should:*

- Be developmentally appropriate;
- Include an orientation for all parties;
- Identify learning objectives;
- Explore all aspects of the industry;
- Develop the SCANS¹ competencies;
- Assess student performance;
- Provide opportunities for reflection;
- Link to the student's next step;
- Be documented and recorded; and
- Comply with state and federal labor laws.

¹SCANS is an acronym for the Secretary's Commission on Achieving Necessary Skills, which created *The SCANS Report for America 2000*, issued by the US Department of Labor, April 1992. The report defines a set of skills and competencies necessary for success in the workplace.